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NASA Procedural Requirements

COMPLIANCE IS MANDATORY

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Subject: Internal Placement of NASA Employees

Responsible Office: Office of Human Capital Management

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PART II. Chapter 9. Program Evaluation

9.1 Upward Mobility Program objectives are included in each Center's yearly Affirmative Employment Plan. Meeting these objectives is dependent upon comprehensive planning, effective management, and the acceptance of the program by both management and employees. However, equally important to the program's success and improvement is an overall periodic evaluation. Although last in chronological sequence, the program evaluation is the first step in the planning and establishment of Upward Mobility Program objectives for the following year.

9.2 The evaluation of the Upward Mobility Program should include not only a measurement of how well the stated objectives were met, but also include an evaluation of the systematic operation of the program. The evaluation should not rely solely on statistical data, but also include information gathered through the use of feedback from program participants and nonparticipants, management officials, EEO officials, and other personnel specialists. Where barriers to program accomplishments are found, the evaluation should include suggested remedies or solutions.

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